

concordia's Thursday Report

'Think-in' focuses on community-building

Vol. 17 No. 22 March 25, 1993

Creativity, tolerance needed to break barriers

by Ken Whittingham

Trust, tolerance, mutual appreciation and respect. Those were some of the oft-repeated themes expressed last Friday at the fourth annual conference on the Future of Concordia.

Sponsored by the Vice-Rector, Academic, Rose Sheinin, the annual one-day "think-in" was devoted this year to the topic "Building a Community."

From the morning plenary, through al-

most a dozen workshops, to a Town Hall Meeting at the end of the day, speaker after speaker pointed out that Concordia has always seemed far more successful in creating barriers than building a true sense of community.

Panelists, workshop leaders and speakers alike said there is a need to develop a proper "comfort level" at this University that will allow people to "talk freely to each other about subjects that are often difficult to deal with."

Opposing opinions — including out-and-out conflicts of one sort or another — are normal and to be expected in a community

of communities like Concordia, it was said, but ways have to be found to resolve conflict in a more civilized manner than is often the case now.

There were several calls, particularly from Concordia union leaders, that Concordia should break the norm followed at other Québec universities and develop a more decentralized form of management style — one that is less "top-down" in nature.

Other speakers complained about the inability of faculty, students and staff to relate to each other as individuals.

Everyone seems to be part of a block or a structure. Everything is seen as a legal bat-

tle, one speaker said. Another told the morning plenary that the original purpose of debating issues has been lost.

Winning is everything

People no longer engage in discourse to improve a situation, but to defeat their opponents. Everything has been reduced to winning, he said, or, more accurately, "to making somebody else lose."

History Chair Graeme Decarie, who served as moderator of the Town Hall Meeting, eloquently summarized much of the angst expressed throughout the day.

He said that he believes Concordia is more than just an institution. Despite our differences we are a real community, Decarie said, and "what we have as a community is so important that what harms any one of us harms us all."

Postcards from the edge of time

Archives help us understand our past



Who knows what was on the minds of these evening students at Sir George Williams College, circa 1935. Probably the same thing as today's students — acquiring knowledge to enhance the quality of life. This classroom was in the YMCA Building on Drummond Street where co-educational classes were launched in 1926. The College offered both day and evening high school classes and a four-year college programme. The evening sections were unique to Montréal, providing working women and men with the opportunity to pursue a college education. An exhibition in the Leonard and Bina Ellen Art Gallery offers more historical treasures. See page 6.

For more Future of Concordia coverage, see stories on page 5. CTR reporters attended all the workshops and plenaries; their articles will be featured in the weeks to come.

INSIDE

Seagram Fund

2-3

On the eve of the announcement of the 1992-93 Seagram Fund for Academic Innovation winners, CTR profiles three of last year's winners. Immigration, free trade and new, environmentally conscious methods for teaching engineering are the three topical issues.

Registration

7

Only a small percentage of Concordia's 30,000-strong community is not touched by the process of registration. For the vast majority, it is a legendary, time-consuming, often frustrating exercise. How do we make it better?

Smoking

8

The Patch People. No, they're not over-priced, adorable dolls, they're a loose coalition of Concordians who took the University's ban on smoking as a sign to quit altogether. They've embarked on the nicotine patch therapy to help them do it.

Professor examines radical shifts in policy over the years

Immigration: an open and shut case

by Tom Donovan

Can a selective immigration policy help to curb the economic recession, soaring unemployment, an aging baby-boomer popu-

lation and declining birth rates?

The answer, if you examine the radical shifts in Canadian immigration policy since the 1966 White Paper on immigration, is yes and no.

The plethora of policy changes in recent decades, from "expansionist" to restrictive to expansionist again in the 1990s, reflect glaring differences of opinion, according to

Concordia Geography Professor Alan Nash, one of the recipients of the 1991-92 Seagram Fund for Academic Innovation at Concordia.

A grant from the fund in March 1992 has enabled him and two graduate students to produce four newsletters and four working papers. The first of the four newsletters was published in January and sent across the country to those interested in the field of immigration research.

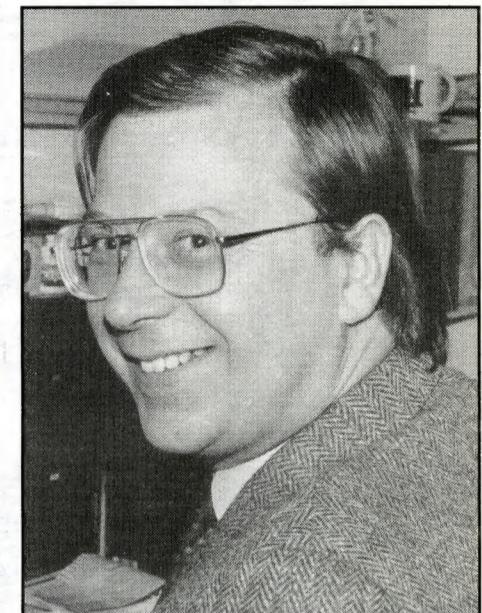
"Immigration is an important fact of Canadian life," Nash said. "Yet few people are actively studying it."

Groups which have been involved in immigration research in the past, including the Demographic Review (Secretariat, Health and Welfare Canada) and the Economic Council of Canada, had their budgets cut by the federal government in April 1991.

"And this at a time when the government had announced major increases in immigration until 1995," he said. "With very little knowledge of its effects, this is like a large-scale experiment."

Those who favour an "open" immigration policy argue that it puts off the current aging trend, creates jobs, pumps much-needed capital into the sagging economy and adds to Canada's cultural mosaic.

Those who argue for a more restrictive policy claim that immigration would only



Professor Alan Nash

PHOTO: Susan Mintzberg

offset the aging trend temporarily, that the shrinking of the active labour force caused by an aging population and the problem of declining birth rates can be averted by increasing productivity per head. Better yet, they claim, immigration contributes to a "brain drain" in developing countries and finally, that it fosters assimilation and ra-

See IMMIGRATION page 10

Professor looks at who's benefiting from free trade

Winners and losers

by Tom Donovan

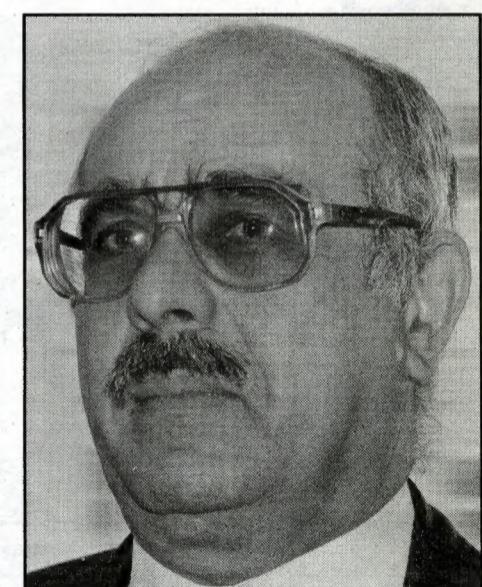
With trade barriers falling like ten pins, what strategies can Canadian businesses adopt to enhance their competitive position vis-à-vis corporate behemoths south of the border?

That's what Concordia Accountancy Professor Hamdi Ali and a team of researchers want to know. They began a two-year research project last year to examine the performance of specific industrial sectors in the Canadian economy in light of the Free Trade Agreement.

"The basic assumption behind economic integration is that in the long run, disparities — the comparative technological advantage the U.S. enjoys over Canada — will disappear, and like the European common market, the U.S. and Canada will form a formidable economic bloc," Ali said. "But in the transition, there will be winners and losers on both sides, with some industrial sectors suffering more than others."

The first stage of the project, which was made possible with help from the Seagram Fund for Academic Innovation, calls for a comprehensive survey of the performance of Canadian businesses, particularly that of the furniture industry, widely viewed as one of the "losers" of free trade. Currently, two graduate students are researching this topic.

"For one, we chose the furniture industry because it has already been profiled earlier," Ali said, "and also because it can be divided into two sectors. One, the office-furniture business stands to benefit under free trade. Second, the household furniture business



Professor Hamdi Ali

PHOTO: Marcos Townsend

stands to lose because the main element in that sector is price competition, and because a more advanced technological infrastructure allows the U.S. to undercut its Canadian counterparts."

On the other hand, he said, price competition isn't paramount in the small, high-style furniture sector, so it isn't likely to be as badly hurt by free trade.

See FREE TRADE page 10

CORRECTION

In last week's *Off the Cuff*, Philosophy Professor Jack Ornstein's name was misspelled. *CTR* regrets the error.

OFF THE CUFF

edited by Bronwyn Chester

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty or staff member and have something to say "off the cuff," call CTR at 848-4882.

Don't legalize prostitution, decriminalize it: Shaver

Québec Health Minister Marc-Yvan Côté said last week that he would like to see prostitution legalized. Côté is concerned about the spread of sexually-transmitted diseases via prostitutes and believes that by legalizing the trade, the government could enforce regular health check-ups. Fran Shaver doesn't like his tone. As a sociologist, she has studied the work conditions of prostitutes in San Francisco and Montréal, and concludes that the vast majority (100 percent of women used condoms, 90 per cent of men) of prostitutes practice safe sex, more so, than, for instance, university students (40 per cent, according to a recent Université de Montréal study). However, she does believe prostitution should be decriminalized to give prostitutes greater protection. She commented on the subject last week on CBC radio's Radio Noon phone-in show.

"I'm not against prostitutes having regular health check-ups, but I don't think that they should be enforced because of the nature of their work. Regulations governing prostitution should be no different than those governing other professions where the clientele may be at risk, such as physicians, surgeons, dentists and daycare workers. We already have a labour code, zoning laws and health laws; they could be adapted to the sex trade."

"My concern regarding legalization is that the controls would set prostitution apart from other services, and the workers would lose control. In Nevada, for instance, where prostitution is legal, the prostitutes have lost all control. The law dictates where the sexual activity takes place, for how much, etc. Control is maintained through the courts. Legalizing prostitution can have equally negative consequences as criminalization."

"In Canada, the criminal code outlaws bawdy houses, makes it illegal to communicate for the purposes of prostitution, and prohibits anyone from living on the avails of the prostitution of others. The consequence of these laws is that by making prostitution a criminal offence, it prevents sex-trade workers from seeking police help, in the case of assault, for instance, and it attracts the underground criminal element. Runaway kids, working the street, are unlikely to go to the police looking for help, when they risk being charged with prostitution."

"If you repeal these laws and decriminalize prostitution, making it possible to work off the street and in residences, the prostitutes are less vulnerable; they can use laws already in the criminal code to protect themselves. We need to make the conditions of work safe for sex-trade workers, just as we do in other high risk occupations, such as mining and police work."

"The real issue with sex work is not whether the buying and selling of sex is immoral or inappropriate — prostitution is going to continue regardless — but the hazardous working conditions."

Professor Shaver and her "sex-work team" will be discussing their research on the sex trade in Montréal, on April 6, from 2 p.m. to 4 p.m. at the Faculty Club, Henry F. Hall Building, room 767, in a talk titled: "Sex Work as Service Work: Integrating the dark side of the service industry."

Case studies help engineers solve problems

Putting students in the driver's seat

by Sam Mainster

Professor Bernice Goldsmith has found a new way to teach the environmental realities to her engineering students.

Goldsmith is introducing a case study teaching method to students in a course called Social Aspects of Engineering.

"Case studies would offer a practical tool for teaching," she said. "And it's a way for students to get the knowledge they need to be more responsive to society in designing and building projects."

Goldsmith won seed money in March 1992 to develop the case studies from the Seagram Fund for Academic Innovation.

Based on actual industry scenarios, the case studies will put students in the driver's seat to solve some of the most complex problems of engineering. Topics could range from dealing with hazardous waste spills to transformer explosions to designing new energy- and waste-efficient products, Goldsmith said.

Such subjects would reflect the reality of being an engineer today, she added.

"Design and ecology are now criteria in designing a product. Engineers must now ask themselves how a product will be taken apart, and how will its contents be recycled or safely disposed of."

As an example she described new legislation in Germany requiring automobile companies to take responsibility for their cars after they were no longer driveable.

Car parts

"Consider designing a car. You've got glass, rubber tires, plastic — you should be able to take it apart and make better use of its components."

Such issues make the real-life scenarios of case studies more relevant to engineering students. "Because it deals with technological and environmental issues, you need a hands-on or more practical knowledge of what solutions there are."

Although commonly used in commerce courses, this is the first time case studies will be used to teach engineers at Concordia,



Professor Bernice Goldsmith

PHOTO: Marcos Townsend

Goldsmith noted.

The case studies are being developed under the guidance of a committee of industry experts, Concordia faculty members from various disciplines and lecturers from the Society of Automotive Engineers (SAE). Although no original case studies have been written yet, Goldsmith said there's a wealth of existing materials to choose from.

She hopes to get support from industry in general to develop the case studies.

"I think they will find it rather a compliment that what they are doing is worthwhile writing about, and that they are contributing to education."

If successful, Goldsmith said, case studies can be developed for all SAE courses.

More funding will be needed to ensure a steady flow of case studies for new generations of students, however. This is not only to prevent students from copying answers from previous years, but also to reflect changes in the increasingly high-tech and environmentally conscious engineering profession.

1993 Nominations for Spring Convocation Medals and Awards

May 3 is the deadline to nominate graduating students for the Concordia Medal, the Malone Medal and the O'Brien Medal and to nominate any member of the University community for the First Graduating Class Award. Nomination forms and lists of the criteria applicable to each prize are available from the Dean of Students Offices (SGW: 2135 Mackay; LOY: AD-121) and Student Services Centres (SGW: LB-185; LOY: AD 211).

NAMES IN THE NEWS

by Barbara Black

Concordians appear in the media more often than you think! Some make news, while others shape public opinion. We monitor newspapers, radio and television across Canada and beyond to bring you this sampling.

- Concordia's Psychology Department starred in a four-minute segment of CBC television's *The Nature of Things* on February 17. The hour-long prime-time national science program dealt with the vagaries of the human memory, and showed an experiment at Concordia on the limitations of hypnosis. Professor **Campbell Perry**, who has long worked in this field, says that police departments should use hypnosis with great caution, as it may aid imagination rather than memory.
- *Morningside* listeners from coast to coast had not one but two chances to hear **Jeri Brown** on March 8, because her 20-minute interview with CBC radio's Peter Gzowski was repeated that evening on *The Best of Morningside*. Professor Brown talked about her voice-teaching techniques in Concordia's Music Department (classical, reflecting her own training), and her own busy career as a jazz singer. The CBC played two cuts from Brown's latest CD, *Unfolding the Peacocks*, which earned raves last week from *Hour* magazine. An avant-garde piece called *Tuang Guru* featured back-up vocalists **Shawn Smith** and **Suzanne Doucet**, who are Brown's students. Doucet has a four-octave range, Brown said. When it came to this recording, Brown's fifth, everybody got into the act: her artist mother, Vera Shelton, designed the colourful CD jacket.
- **Henry Habib**, Chair of the Political Science Department, was interviewed about the Middle East peace negotiations by *Daybreak* host Jon Kalina on Feb. 24. The following day, **Graeme Decarie** (Political Science) discussed Prime Minister Mulroney's resignation on CJAD with host Jim Duff, author Ron Graham, and listeners. On Jan. 19, **Blair Williams** (Political Science) was on CJAD, speculating about Major-General Lewis MacKenzie's political future.
- **Andrew Molloy** (Political Science) was quoted in a feature in *The Gazette* on Feb. 24 about the Montréal economy. He said that Montrealers feel the bureaucrats in Québec City are insensitive to the city's needs. His colleague, **Guy Lachapelle**, was interviewed at length on March 1 by the *Journal de Montréal* about the profile of the next leader of the Progressive-Conservative Party. Lachapelle said she (or he) must look south to initiatives taken by President Bill Clinton.
- The current state of Hungary was the subject of an article in *Le Devoir*. **Ernö Joós** (Philosophy), who left Hungary in 1951, was pretty pessimistic. Professor Joós said the country's transition to a market economy has been managed by corrupt bureaucrats and former Communists in cahoots with often shady foreign business people.
- The strongly religious character of the films made by Ingmar Bergman between 1955 and 1962 was the subject of an article in the *Toronto Star* on Feb. 27. **Marc Gervais** (Communication Studies) told the reporter about his own interview with the great Swedish director in 1972, and his reflections on it. Gervais, who is co-writing a commemorative book to coincide with Bergman's 75th birthday in July, said that the modern disinclination to grapple, as Bergman once did, with questions of God is "a terrible thing, the tragedy of our times." Gervais was also the subject of a profile by Bill Brownstein in the *Sunday Gazette* on Feb. 21.
- *Le Soleil*, in Québec City, talked to **Bruno Villata** (Modern Languages and Linguistics) about the differences between Italian and Québécois business culture. In Italy, coffee is served, not in the office, but in a nearby café, and the lunch hour is usually a good deal longer than an hour. "C'est une façon décontractée d'agir avec efficacité," explained Professor Villata.
- **Gérald Alfred**, who teaches in the Political Science Department and advises in the Centre for First Nations Education, was interviewed by Claude Charron on TVA's *Le Match de la Vie* about Mohawk history. The camera followed him from a graduate seminar at the University to the lacrosse field at Kahnawake. Alfred was also interviewed on his people's history on Radio-Canada's evening current affairs show, *Le Point*.
- In a two-page article on sexual harassment on Québec campuses in *La Presse*, Sexual Harassment Officer **Sally Spilhaus** made an acute observation about the reticence of many homosexuals to complain about harassment. She said it was analogous to a situation she had noticed in her native South Africa, where black women were particularly reluctant to complain about black men's harassment. When asked why, they said that they didn't want to give white people more ammunition for racial prejudice.

Search committee process to be discussed at meeting

The Board of Governors will hold a special meeting to discuss the recommendations of the *Ad Hoc Committee on the Revision of the Composition, Rules and Procedures of Evaluation Committees and Advisory Search Committees*.

As was done for Senate, the committee members will explain to their fellow governors the reasoning behind their report and answer any questions the Governors may have.

No date has been set for the meeting.

Afterwards, the Board will consider the comments and responses to the report that have been generated by bodies and groups throughout the University, including Senate, Concordia University Faculty Association (CUFA) and the Concordia Council on Student Life (CCSL).

There was considerable discussion at the Governors' regular monthly meeting last Wednesday about the process that should be followed in attempting to reconcile the vari-

ous reactions to the ad hoc committee's report.

Board Chairman Reginald Groome said that the Board's executive committee is considering various options, including the approval process recommended by Senate.

In other business, the Governors approved a "Draft Table of Needs" for Concordia's next Capital Campaign, and agreed, in principle, to the creation of a Chair in Québec and Canadian Jewish Studies.

It was pointed out that the "Table of Needs" remains a draft, and that it will continue to evolve until a feasibility study has been completed for the Capital Campaign.

Governor Humberto Santos, this year's General Chair of the Annual Giving Programme, also announced that with less than three months to go, approximately 80 per cent of the Campaign's \$1.7 million goal has been reached.

-KJW

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor must be signed and include a phone number. If at all possible, please submit the letter on computer diskette. Limit your letter to 500 words. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Friday noon prior to Thursday publication.

CTR Statement

Victim of our own success

Two years ago, *Concordia's Thursday Report* revised its advertising and editorial policy in an effort to provide the Concordia community with more free space for display advertisements and special supplements.

The changes were designed to improve communication throughout the University.

CTR has become a victim of its own success, however. The number of free supplements, notices and advertisements has been growing by leaps and bounds, to the point that *CTR* production costs have begun skyrocketing.

If it is to stay within budget, *CTR* can no longer guarantee that display ads and supplements will be printed free of charge. In future, preference will be given on a first-come, first-served basis.

To maximize the availability of space offered free to the community, *CTR* will also exercise its right to limit the size and length of all material submitted for publication.

We encourage readers to advertise community events (free of charge) in the newspaper's Back Page section.

Thank you for your co-operation.

The Editor

Don't use containers for refuse

Recycling bins placed throughout University

Recycling containers are now available in certain locations throughout the University.

The containers are set out in clusters of three, clearly identified by a recycling sign.

The Recycling Committee asks that you do not use the containers for refuse that should go into regular garbage, but throw

into the containers only the designated waste for each bin.

Also, be sure to remove metal caps from glass bottles.

If you have any questions regarding the public access containers contact the office at 848-7351 or drop by H 462-5.

concordia's Thursday Report

Concordia's Thursday Report is the community newspaper of the University, serving faculty, staff, students and administration on the Loyola Campus and the Sir George Williams Campus. It is published 28 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8 (514) 848-4882. Material published in the newspaper may not be reproduced without permission. The Back Page listings are published free of charge. Classified ads are \$5 for the first 10 words and 10 cents for each additional word. Events, notices and ads must reach the Public Relations Department (Bishop Court, 1463 Bishop St., Room 115) in writing no later than Friday 5 p.m. prior to Thursday publication. Display ad rates are available upon request. Ads must be booked by Monday 5 p.m., 10 days prior to publication.

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Editor Donna Varrica

Faculty Reporter: Bronwyn Chester

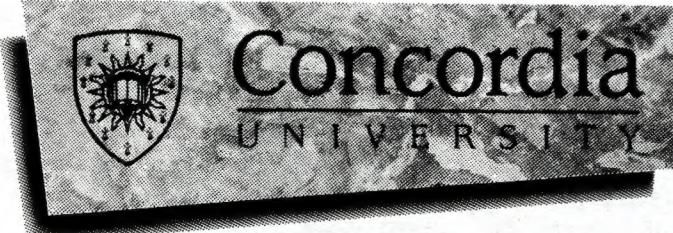
This Issue:

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REAL EDUCATION FOR THE REAL WORLD

cupfa

Concordia University Part-time Faculty Association

General Meeting

ELECTION OF EXECUTIVE

**Friday, March 26, 1993,
2 p.m.**

**J.A. DeSève Cinema,
LB-125**

The agenda will include the following:

- minutes of last meeting
- President's remarks
- Treasurer's report
- Professional Development Fund Committee report
- election of executive for 1993-94
- Other business

Your Executive urges all part-time faculty to attend.

cupfa

Concordia University Part-Time Faculty Association

Professional Development Committee

Article 17 of the Collective Agreement established the Professional Development Fund to assist part-time faculty members in their pursuit of research, study and other scholarly or professional or artistic activities, particularly as they enhance teaching quality. All part-time faculty members with more than 24 credits of seniority who are not on leave are reminded that they are eligible to apply for funding. The deadline for the second and final distribution of monies from the Fund in 1992-93 is Monday, April 19th, 1993. Applications (four copies) should be submitted to the Professional Development Committee at the CUPFA office (2150 Bishop St., Annex K310) by this date. Before applying, please consult the information sheet available (in English or French) from the CUPFA office (848-3691). Grants awarded at this time will be for projects and events which take place during the summer and fall.

The Future of Concordia

How safe are we?

by Donna Varrica

An important question being asked on North American campuses is how safe are the people who study, teach and work there — and who should they be frightened of?

Discussion at a workshop on campus safety at last Friday's fourth annual day-long Future of Concordia conference may have suggested that danger lurks everywhere, but with better training for more members of the community and a programme of education and prevention, the danger can be averted.

Facilitators Nancy Torbit (Health Services Director), Michel Bujold (Security Director) and Jacqueline Dealy (Reference Librarian) asked participants to identify concerns. Among the issues that worry members of the community: violence on campus, disruptive behaviour, safety standards in the laboratory, the role of emergency responders and the availability of information in the event of an emergency.

One of the projects the University has launched to improve campus safety is the Sexual Assault Committee. Committee Chair Torbit explained that its work is based on the assumption that if women feel safe in an environment, it is safe for everyone. The committee has developed an education programme for personal safety, updated existing brochures and performed walk-throughs on both campuses to check security conditions.

Concordia also offers self-defense courses at reasonable rates. The courses are taught by women for women because many feel that men don't have the same fears and therefore can't teach women to defend themselves.

"Women have different safety needs and different perceptions of what it takes to feel safe," said Torbit.

Bujold said his department is trying to get away from the image of a policing agency and be seen more as a body which helps areas assess their security needs through consultation.

As the job of the Security Department has shifted from safeguarding property to ensuring public safety, the emphasis is now on crime prevention rather than crisis management. "You have to educate yourself so that you don't become a victim," Bujold said.

The Security Department is usually the first to arrive at the scene of an incident, but Bujold said sometimes it is not necessarily the best or only unit to be involved in an intervention, such as in cases of disruptive behaviour and harassment. Often, Security will contact Health Services, the Sexual Harassment Office, the Ombuds Office, Counselling and Development and the Employee Assistance Programme.

Dealing with disruptive behaviour is an area all the participants agreed should be a priority. Registrar's Services Manager Bill Raso expressed concern for front-line employees who face sometimes explosive situations head-on because of their position or location.

In his department, he said, if a troubled person is sent to another department, they will call ahead to warn them. "But employees need better training to know how to defuse a potentially problematic situation."



Self-defense courses at Concordia are offered at a reasonable price, but a surprisingly small number of women take advantage of the opportunity to learn how to fend off possible attackers. Debra Handler from the Action Self-Defense for Women gave a demonstration recently in the Henry F. Hall Building as part of the Sexual Harassment Office and Sexual Assault Committee activities during Women's Week.

PHOTO: Susan Mintzberg

David Gobby, a planning officer in the Department of Institutional Planning and Research, said that Concordians don't do enough as a community to respond to acts

of violence. Also, alerting a supervisor to the first sign of trouble may be ineffective because department heads may be no better

See SAFETY page 10

Lack of openness hampers community building

Identifying the enemy within

In the workshop called "Creating Community," the overriding enemy was quickly identified as mistrust.

This was variously described as a lack of openness and willingness to listen, a loaded atmosphere, fear of punishment or ridicule, personal competitiveness, false perceptions of others, and an acute awareness of the University pecking order, which appears to value decision-makers and teachers over others.

For some, this sense of moral isolation is compounded by physical isolation, as they work in specialized jobs and meet few people.

Several remedies were suggested. One was a staff caucus, following on the success of the chairs' caucus. However, active staff

union members reminded the workshop that the unions already provide an opportunity for mutual support.

A popular suggestion was professional development "to bring managers and supervisors out of the Dark Ages," possibly mandatory for new managers. One or two dissenting voices suggested that the modern management model had already caused too much rigidity and too little sensitivity in the workplace.

Simply bringing people together could be helpful; one member said that working in many sectors of the University had broken down prejudices he might have had. Better exchange of information was urged; for example, CTR is never seen in some parts of the University.

-BB

Danger in the lab

The effects of human error can be just as devastating as those caused by human aggression, especially when chemicals and laboratory materials are mishandled.

Several participants in the Campus Safety workshop shed new light on the term danger when they raised the issue of questionable safety standards in the laboratory.

The discussion was launched when Mail Clerk André Legault, whose rounds include the floors of the Henry F. Hall Building where many of the laboratories are located, said he was worried to see people wearing white gloves outside their laboratories. He wondered if it was safe for them to touch public utilities, like telephones and water faucets, with gloved hands possibly contaminated by hazardous materials.

See HAZARDS page 10

Conflict resolution: mediators to defuse problems

Concordia has various methods of resolving disputes, such as the Ombuds and Sexual Harassment Offices, as well as the grievance procedures which are part of collective agreements with 14 labour unions.

These were discussed at the workshop called "Resolving Conflict: Our Current Methods, and Alternative Approaches." But, alternatives might be developed to resolve some problems before they grow into formal disputes, with all the delay, expenditure of energy and potential for bad feeling which can ensue.

One suggestion, from an experienced negotiator, was a corps of five or six people from across the University spectrum who would be trained as mediators and could step in as objective third parties to defuse a problem at an early stage.

In general, members wanted to create an atmosphere for talking about problems, especially among those most vulnerable, although it is unclear who should take the initiative, the already strained Human Resources office, colleagues, or supervisors.

Managers should be evaluated to identify those who would most benefit from professional development. Since the same problems are seen over and over, it should be possible to anticipate conflict and remove the cause.

One cause of friction, it was suggested, was that some people don't know exactly what is expected of them in their jobs. Another is that they don't inform themselves about what redress is available until their problem is a big one.

-Barbara Black

CCSL improves quality of life for students

by Phil Moscovitch

For the last 13 years, the Concordia Council on Student Life (CCSL) has brought together students, faculty and staff to work

on improving the quality of life at Concordia.

The CCSL's broad mandate allows it to examine a variety of issues — from the allocation of space, to the availability of child care, to G.P.A. regulations — and the way they affect student life at the University. The Council is also responsible for approving the Student Services budget.

Collection of archival photos on display at Concordia

Pictures of the past



Concordia Archives Director Nancy Marrelli (right) and Secretary-General Bérengère Gaudet attended the recent vernissage of the *Montréal Photo Album* exhibition presently on display at the Leonard and Bina Ellen Art Gallery in the J.W. McConnell Building downtown.

PHOTO: Jonas Paparelis

by Donna Varrica

They may as well be postcards from home. A beautiful collection of archival photographs capturing the essence of Montréal from the late 19th century to the 1950s are on display until April 17 in the Leonard and Bina Ellen Art Gallery in the J.W. McConnell Building.

The project had humble beginnings early last year when 56 Montréal archives were approached to select photographs of Montréal from their collections for a brochure to be distributed at the Association of Canadian Archivists' 1992 conference in September.

As it became clear that the scope of the project was exceeding its modest goals, it was expanded into a full-scale exhibition at the Gallery, with an accompanying book titled *Montréal Photo Album: Photographs from Montréal Archives*, published by

Véhicule Press.

The driving force behind the project has been Nancy Marrelli, Director of Concordia's Archives. She is the exhibition's curator and the book's editor. Marrelli and her staff have worked tirelessly to see this project to fruition.

The photographs were culled from archives kept by Concordia, McGill University, the Université de Montréal, the Université du Québec à Montréal, the Canadian Centre for Architecture, the Royal Bank, the Bank of Montréal, federal and provincial government departments, the Port of Montréal and various religious organizations.

They depict scenes typical, and not so typical, of life in this city covering a period of about 75 years, from dance halls and buildings to picnics and religious gatherings.

As Marrelli writes in the book that also serves as the exhibition's catalogue: "Archives are there to help us to understand and interpret the past."

The 19-member CCSL is Concordia's highest non-academic advisory committee, and it gives an equal voice to students, faculty and staff. The Directors of Student Services sit on the Council, along with the Dean of Students, two student service staff members, a member of the faculty and nine students. For the past two years the CCSL has been chaired by Donald Boisvert, Associate Vice-Rector, Services (Student Life).

Boisvert said being on CCSL has been "a very positive experience." In the past, he said, the Council was "not a very proactive body," but he added that "now it's having more of a profile."

Since the restructuring two years ago of both Student Services and the CCSL, the Council has been involved more directly in issues that have an impact on students. Two current CCSL initiatives, for example, are a Task Force on Childcare Issues and another on Lesbian and Gay Life at Concordia.

The process by which the CCSL approves the Student Services budget is also new. Until two years ago, Boisvert explained, "the budget was done in a more restricted manner. The whole Council didn't engage in the process of budget review."

Today, the Directors of the five Student

Services units prepare a budget and submit it to the entire Council of staff and students for approval.

"Right now CCSL is in the midst of looking at a three-year budget," noted Sup Mei Graub, the Director of Counselling and Development. "This is the first time CCSL is involved in long-term budgeting."

Graub sees this as a positive development that reflects the Council's increased presence. "We are trying to do more long-term planning and to be more proactive and not just reactive," she said.

In considering the effects of policies such as G.P.A. requirements, the CCSL is expanding the way in which it defines issues of student life. Boisvert believes this is a positive development.

"The line between student life and academic issues is sometimes non-existent — and that's the way it should be," he said. Boisvert noted, the two are closely linked.

Although a broad range of interests is represented on the CCSL, there is rarely much friction among the members of the Council. Tony Nicolas, who chairs the CCSL student caucus, said that "much of what we do is consensus."

JOIN THE C*A*S*T

The offices of Alumni Affairs and Liaison are currently looking for students interested in organizing a Concordia Alumni Student Team (C*A*S*T). C*A*S*T members will begin planning projects to strengthen alumni/student ties locally, nationally and internationally.



All interested and enthusiastic students are invited to a C*A*S*T party/information session (munchies on us!) on Thursday, April 1, 1993 from 4:00 – 6:00 p.m. at 1463 Bishop Street, room 110. For details call 848-3818 and ask for Leisha or Gabrielle.

Graduate Students' Association

Elections for the Graduate Students' Council, 1993-94

Nominations are invited for the following council positions in the GSA:

President
Vice-President Finance
Vice-President Advocacy
Vice-President Services
Vice-President External
Directors (Council members):

- 2 from the Faculty of Engineering and Computer Science.
- 1 from the Faculty of Commerce and Administration, enrolled in MBA programme.
- 1 from the Faculty of Commerce and Administration, not enrolled in the MBA programme.
- 1 from the Faculty of Fine Arts.
- 1 from the Faculty of Arts and Sciences, enrolled in a Science programme.
- 3 from the Faculty of Arts and Science, enrolled in Arts programmes.
- 1 independent student

The last day for submitting nomination forms, which are available at the GSA office, is April 6, 6 p.m.

Elections take place on April 15 and 16 on both campuses.

THE CHIEF RETURNING OFFICER, SUBRAMANYA P.S., CAN BE REACHED AT 848-7900.

New phone system will soon replace long line-ups

Dial R for registration

by Glen Holman

The long line-ups, computer problems and exhausting waits symbolic of course registration may be a thing of the past.

A committee investigating the possibility of installing a phone registration system at Concordia has received approval in principle from Charles Bertrand, Vice Rector, Services.

Mary Tarlton, the Director of Academic Scheduling and Registration, is hoping to see a pilot project in place by next spring.

Once disqualified, candidates bounce back

Grimes, Dalton win in landslide election

Lana Grimes was the first to admit that she never thought it would happen.

Now after a year of fighting in the courts and on the street, it's all over. Grimes and her running mate Philip Dalton won the CUSA co-presidency last week, capturing 67 per cent of the vote.

"I never really thought about it (winning)," Grimes said in an interview. "It was always one battle after another."

It's been a rough haul for the two students. They were originally disqualified from the elections by CUSA Chief Returning Officer Lilyana Petrovic, who ruled that Grimes and Dalton violated electoral regulations by publishing "slanderous" material about other candidates.

Grimes and Dalton won an injunction this month ordering that their names be reinstated on the co-presidential ballot. Québec Superior Court Justice Irving Halperin called the penalty of disqualification "tremendously burdensome."

Of the disqualification, Grimes said: "It's the best thing Lilyana (Petrovic) could have done to us. It gave us a reason to demonstrate on the street."

Dalton and Grimes also fought unsuccessfully to have the results of last year's co-presidential election annulled.

The independent student still contends that current co-presidents Charlene Nero and Phil Toone did not win that election. Grimes got into hot water while she was working as a CUSA V.P. during the 1991-92 academic year when she wrote a letter to a student newspaper calling for a new election.

"It (calling another election) would have been the most brilliant P.R. move," she said. "She (Nero) would have won by a landslide."

As for the coming year, Grimes said some time will have to be spent "getting the house in order" following the much-publicized financial irregularities discovered this year in CUSA's books.

"It's an incredible challenge — one year of total re-building."

Grimes and Dalton are slated to take office on April 1.

As early as this December, students may be able to get their grades by phone.

"We conducted a survey of more than 100 universities, asking them how they do registration," she said. "About two-thirds of them are on telephones, others are not even computerized."

The move to phone registration comes five years after the Rector's Office rejected an attempt to switch to phones because the technology was deemed too radical at the time. It was argued that the Faculty of Arts and Science's advising process would first have to be restructured, and that students need people to handle their problems. The proposed system will include a "help but-

ton" that would transfer touch-tone phone registrants to an operator for assistance.

But Carol Foster, Assistant Registrar, said that Concordia depends on an old, unreliable computer mainframe that has little capacity for development. In spite of a "sophisticated advanced registration system," Foster sees a number of problems with the current registration system.

"The major weakness is a lack of available courses," she said.

The insistence of many Faculties to hold on-site advising at the same time as registration creates line-ups for both advising and registration, Foster added.

Further, the University relies on in-person, arena style registration, a bureaucratic procedure further complicated by the lack of adequate space. With 49,000 students passing through the system every year, there was some concern when reconfiguration of space in the new J.W. McConnell Building did not include a suitable space for registration.

For a short time, registration and course change were relegated to the tenth floor of the new building.

Early registration, which began last week, has been scattered throughout the Henry F. Hall Building with students first visiting the ground floor before being sent to a waiting area in the cafeteria. The actual registration is taking place in a room on the seventh floor.

Anticipating computer system crashes, registration officials set aside a free day each week for emergencies, Tarlton said. This free day, usually a Tuesday on which no appointments are made, has already been used a number of times.

Concordia remains, however, "head and shoulders" above universities such as McGill in the sophistication of its on-line system, according to senior staff. When registering or changing courses, the computer

can check prerequisites and restrictions, and also ensures that there is no time-conflict in the student's schedule. Many feel that such excessive demands may be responsible for the regular computer malfunctions throughout registration and course-change.

Peter Paquet, systems controller at Computing Services, agreed that many of the computer problems are due to an overload on the mainframe at registration time, but pointed out that "considering the age of the system and the load it has to handle, it doesn't go down that often."

Faster and more reliable

He added that the student information system will be converted onto a new computer by January of next year. The new platform will be "faster and more reliable," using state-of-the-art digital equipment.

One advantage of phone registration, according to Paquet, is that students can register outside of 9 to 5 hours. Also, there will be more lines than the 18 terminals used for registration and course change.

The transition, which will cost the University \$200,000, will not be without its problems. Courses will still fill up quickly, and students seeking special permission will be unable to see an advisor immediately for overload permission. But Paquet said that contact with other universities has been helpful in implementing the process as "we can foresee these kind of problems."

According to Carol Foster, "we'll never have a perfect registration system. Registration is one of the most enveloping administrative processes in the University. We will be working hard to develop the best possible system for everyone, but especially for the student."

Pizza Hut opens on seventh floor of the Hall Building

One pizza, all dressed, no anchovies, to go please



A new food concession in the Henry F. Hall Building's seventh floor cafeteria has them lined up for blocks. Pizza Hut churns out individual four-slice pizzas fast and hot for consumption on the premises or in a handy cardboard box to go. And it's cheap, too.

PHOTO: Edmund Wong

CUSA ELECTION RESULTS

Co-presidents

Lana Grimes and Philip Dalton - 821
Piper Huggins and Brad Lavigne - 234
Edouard Calliari and Santo Fata - 171

Board of Directors (Arts and Science)

Laurie Nicholson - 171
Ken Blackburn - 171
Cheryl Budman - 168
Ora Cohen - 166
Ken McMurray - 159
Genevieve Grenier - 149
Stacy Schachter - 135
Nada Al-Yazdi - 126
Maha Asfour - 124
Christine Vieira - 123
Pascale Batchoun - 122
Khan Alamgir - 116
Alastair Deri-Power - 115
Tony Nicolas - 112
Shafik Maina - 110

NOT ELECTED

Larry Chartier - 103
Joanna Rohozinska - 92
Hernani Farias - 84

Board of Directors (Engineering and Computer Science)

Len Podgurny - 81
Mohamed Jivraj - 41
Walid Sebali - 39

NOT ELECTED

Bassam Hussein - 36

Referendum on Constitutional Amendment

YES - 604
NO - 75

Concordia employees try patch therapy to quit smoking

Ahead of the pack

by Michael Orsini

They jokingly refer to themselves as the Patch People.

They're a loose coalition of faculty and staff members who've decided it's time to butt out. The smokers are doing it with the help of a nicotine patch that is attached to your upper body.

Habitrol, developed by Ciba-Geigy Canada, is designed to temporarily replace some of the nicotine that cigarettes would normally supply. While it is worn, controlled quantities of nicotine pass from the circular-shaped patch into your skin, and then into your blood stream.

"You're supposed to be getting the nicotine in a nice, smooth manner," said Mary Tarlton, the Director of Academic Scheduling and Registration, who was on the patch last summer.

She hasn't smoked since, except for four puffs.

Jackie Chegrinec, executive secretary to the Vice-Rector, Services, who has been wearing the patch since January, said "it's like a methadone treatment for heroin addicts."

"It's almost like a little crutch," added Sandy Stone, Supervisor of Registration.

The four women are part of a growing number of faculty and staff members who are turning to the patch to rid them of the nasty habit.

Three of the women first heard about the patch last June when Tarlton smuggled it in from Plattsburgh, N.Y.

Between the four women, they've tried

almost everything to quit smoking, from acupuncture, hypnosis, Aversion programmes, Smoke-enders. Nothing worked.

That is, up until now.

The average course lasts three months, with average participants wearing the patch for one month at 21 milligrams, another at 14, and the final month at 7 milligrams.

What do you feel?

"Fatter," blurted Stone. "I gained 15 pounds."

Shirley Maynes, Assistant to the Vice-Rector, Services, said her fingers are orange from peeling carrots every night.

"You have the most amazing dreams when you wear the patch to bed," Tarlton said. "I met Liz Taylor."

It's not always easy, the reformed smokers admit. Maynes has had five cigarettes in the last two months. In desperation one day, she even bought a cigarette from someone at the train station.

But she prefers to focus on the positive. Although Maynes has smoked four cigarettes in the eight weeks she has been wearing the patch, she hasn't smoked 1,600 cigarettes (Maynes smoked roughly 200 cigarettes, or eight packs) a week.

"It comes in waves," said Maynes, who is still on the patch. "Today, I may say I don't want a cigarette. Ten months from now, I may be out sniffing the butts in the hallway."

Apart from the physical addiction, quitting means saying good-bye to a part of your personality."

"It's a part of you that's gone," said Stone. "It went everywhere with you, that package of cigarettes."

But the four women each said that the patch is not the "miracle drug"; a person has to want to quit.



Who's in this fearless bunch? — (seated, left, with patch) Locksmith Al Bossi and Mary Tarlton, Director of Academic Scheduling and Registration (seated, right); (back, left to right) Jackie Chegrinec, Executive Secretary to the Vice-Rector, Services; Shirley Maynes, Assistant to the Vice-Rector, Services; Sandy Stone, Registration Supervisor; and former Vice-Rector, Services, J. Charles Giguère, Acting Chair of the Department of Electrical and Computer Engineering.

PHOTO: Marcos Townsend

"You can't rely on the patch to do it all for you," Stone warned.

Elizabeth McIntosh, a nurse at Health Services, agreed.

"The people who are not doing well are not prepared (to quit)," she said. "It doesn't work unless they're totally committed."

McIntosh said the patch is working for some Concordia employees — about 16 are currently on it — because it takes care of the physical addiction while the smoker is trying to cope with the psychological addiction. "It's weaning rather than quitting."

Those who continue to smoke while on the patch may overdose on nicotine and experience a number of symptoms, includ-

ing cardiac irregularities, dizziness, vomiting and diarrhea.

The Patch People's message to smokers thinking about kicking the habit?

"If I can quit, anybody can," Tarlton said. "I was a hopeless case."

"Get free," added Stone. "It's a nice feeling. And you can smell good again."

Faculty or staff members interested in patch therapy should contact Health Services at 848-3575 or 848-3565. The University's health insurance plan covers 80 per cent of the cost for a maximum of 10 weeks. Others should consult their physician or pharmacist.

RESEARCH SERVICES MONTHLY GRANT DEADLINES

AGENCY	GRANT	DEADLINE
Action Concertee-FCAR-BNR-NSERC	<i>Les methodes mathematiques pour la synthese des systemes informatiques</i>	Apr. 23
CQRS Canada Council	<i>Subventions de developpement d'equipe en recherche sociale</i>	Apr. 30
Cooperation Quebec-Etats-Unis	<i>The Explorations Programme</i>	Apr. 23
Developpement de la culture scientifique et technique	<i>Programme de soutien</i>	Apr. 23
Developpement de la culture scientifique et technique	<i>Pour certains autres organismes</i>	Apr. 1
FCAR	<i>Projets d'experimentation sociale des nouvelles technologies</i>	Apr. 1
FCAR	<i>Centres de recherche</i>	Apr. 2
Franklin Institute	<i>Etude sur la dynamique du comportement du secteur des sciences</i>	Apr. 8
MESS	<i>Bower Award and Prize for Achievement in Science (to agency)</i>	Apr. 17
Multiculturalism and Citizenship Canada	<i>Prix du Québec (to agency)</i>	Apr. 9
Multiculturalism and Citizenship Canada	<i>Canadian Ethnic Studies Conferences</i>	Apr. 21
Multiculturalism and Citizenship Canada	<i>Research Grants in Ethnic Studies</i>	Apr. 21
NATO	<i>Visiting Lectureships</i>	Apr. 21
NSERC	<i>Advanced Study Institute/Advanced Research Workshops</i>	Apr. 8
Partnerships-Environment Québec	<i>Strategic Individual and Team Grants</i>	Apr. 1
Programme de soutien au français scientifique	<i>Fonds de recherche et de developpement technologique en environnement ..</i>	Apr. 16
Science Culture Canada	<i>Aide aux congrès scientifiques internationaux</i>	Apr. 16
Scottish Rite Charitable Foundation of Canada	<i>Project Funding/Core Funding</i>	Apr. 8
UNESCO	<i>Regular and Major Research Grants</i>	Apr. 23
World Wildlife Fund	<i>McLuhan Teleglobe Award (to agency)</i>	Apr. 30
	<i>Wildlife Toxicology Fund</i>	Apr. 8

Summer studies in Eastern Europe

You have only a matter of days to think it over, because the deadline is looming, but here is a golden opportunity for the intermediate-level student of Eastern Europe to study on site.

A network of Canadian professors in the humanities and social sciences has organized 11 courses on a range of subjects, including "Government and Politics in Russia," "From Command Economy to Market Economy," and "So-

ciology of Agriculture and the Environment in Russia."

Each course lasts a month. One takes place in May, and the others are in June, July or August. They are given at universities in Tallin (Estonia), Moscow or Kiev (Ukraine).

To see if you qualify, please call Political Science Professor Marika Pruska-Carroll at 848-2117 right away.

-BB

1993



IRSST

Institut de recherche en santé et en sécurité du travail du Québec

Funded research in Occupational Health and Safety

The institute's mission is to contribute, through research to:

- *the improvement of the health and safety of workers, and more specifically, to the identification of occupational hazards and their elimination at the source,*
- *the rehabilitation of workers injured by these hazards.*

PRIORITY RESEARCH AREAS

Prevention of occupational accidents

- ▶ The accident process (identification of specific causes, development of practical solutions)
- ▶ Analysis of hazardous industrial machines and tools, and development of control measures
- ▶ Safe workplace organization and layout
- ▶ Collective and personal protective equipment (development and validation)
- ▶ Hazards associated with new technologies
- ▶ Work organization (factors contributing to reductions in occupational injury)

Prevention of occupational diseases

- ▶ Deafness: elimination and reduction of noise
- ▶ Musculoskeletal injury, including back problems and repetitive-movement-induces injuries: prevention, and improvements in diagnosis and therapy
- ▶ Diseases caused by hazardous materials (e.g. pulmonary disease, dermatitis): replacement processes and products, protective equipment

Rehabilitation

- ▶ Residual functional capacity
- ▶ Ergonomic demands of workstations

Evaluation and planning

- ▶ Evaluation of the impact of occupational health and safety research activities
- ▶ Development of indicators of occupational health and safety
- ▶ Planning: socio-economic changes and occupational health and safety

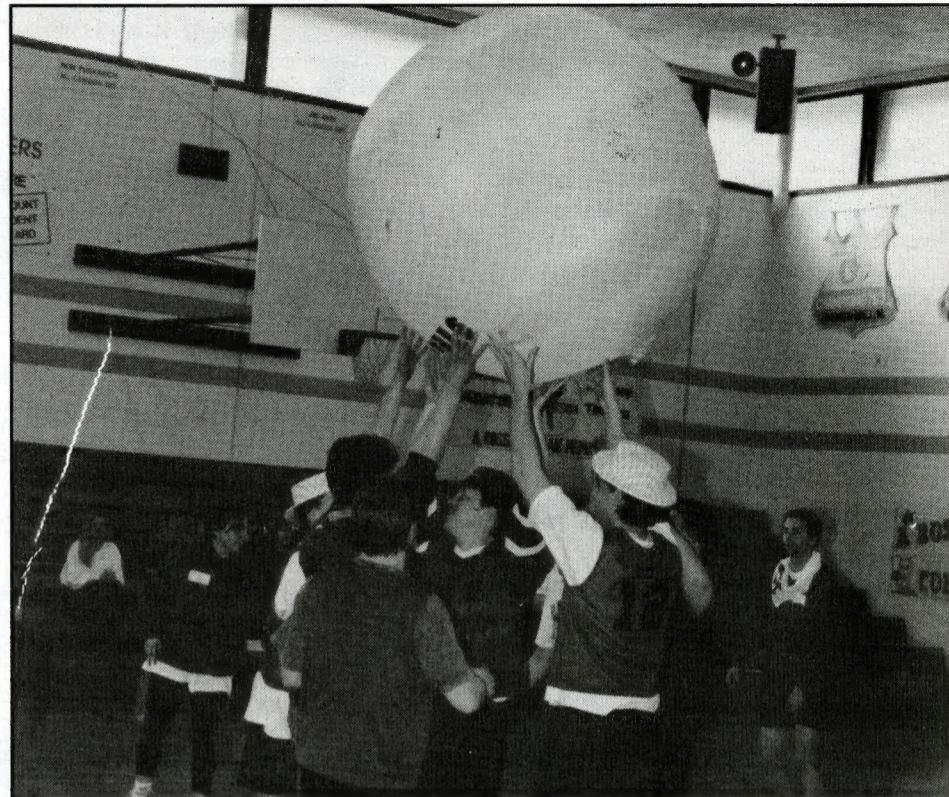
Research in these fields draws from all the scientific disciplines, including: the natural sciences, engineering, the health sciences, and the social sciences

APPLICATION DEADLINE: SEPTEMBER 7th, 1993

Information and applications:

Direction de la recherche externe
505, boul. de Maisonneuve Ouest
Montréal (Québec) H3A 3C2
Téléphone : (514) 288-1551

Memorial Cup raises funds for A. Ross Seaman Scholarship



The fifth annual A. Ross Seaman Memorial Cup took place Friday, March 12 at the Loyola gym. The theme of this year's event was "It's a small world, together we are one."

A game of Kimball (shown above) was one of the many activities of the day. All proceeds from the event went towards the A. Ross Seaman Scholarship Award. Concordia's Leisure Studies Programme, represented here by Professor Randy Swedburg (below), and the Department of Applied Social Science organized the event. Merck Frosst, a pharmaceutical company, was a major contributor.

PHOTO: Rami Negev



GSA president resigns

Graduate Students' Association president Ralph Synning has stepped down.

His resignation was effective March 11. Gley Zitouni will be acting president until

new elections are held next month.

Zitouni said Synning resigned for "personal reasons."

-MO

EMPLOYEE SURVEY

VISIONCARE AND DENTALCARE It's up to you

THE CONCORDIA EMPLOYEE BENEFITS COMMITTEE IS UNDERTAKING A STUDY TO IDENTIFY THE LEVEL OF EMPLOYEE INTEREST IN VISIONCARE AND DENTALCARE BENEFITS.

A QUESTIONNAIRE WILL BE DISTRIBUTED WITHIN THE NEXT FEW DAYS TO ALL PERMANENT EMPLOYEES.

IT IS ESSENTIAL THAT A LARGE NUMBER OF UNIVERSITY EMPLOYEES COMPLETE THE SURVEY, BECAUSE THE DESIGN OF THE PLANS TO BE CONSIDERED WILL REFLECT THE NATURE OF THE RESPONSES RECEIVED.

PLEASE TAKE A FEW MINUTES TO COMPLETE AND RETURN THE QUESTIONNAIRE. THE RESULTS ARE NOT BINDING; IT IS, AFTER ALL, JUST A SURVEY, BUT YOUR OPINION IS IMPORTANT.

• **FREE TRADE** continued from page 2

Ali and his fellow researchers hope their analysis of the furniture business will provide them with a working model for research in other industrial sectors.

By nature, the project is interdisciplinary. Statistics will be manipulated to integrate data from accounting, finance, marketing, management and current economic facts and trends.

Concordia Professor Danielle Morin from the Department of Decision Sciences and Management Information Systems will bring her expertise to bear on raw data culled from Statistics Canada reports, independent research institutes and industry associations.

"My job is to make the numbers talk," she said. "A stack of stats isn't enough. This is

why it's a joint project. The initial task involves poring over and connecting the data available to us. Then we can devise a kind of research instrument that will enable us to form a questionnaire. It is now being checked and reviewed by several colleagues in the University. The Québec Furniture Association was asked to help in the pilot study with the industrialists."

In the long run, Ali and Morin would like to see the establishment of an Institute for Strategic Industrial Research to carry out ongoing evaluations of the performance and viability of Canadian industry. If the country is to restore a semblance of strength to its position in the nascent common market, the importance of such sorely needed research cannot be underestimated, Ali said.

• **IMMIGRATION** continued from page 2

cism.

The only consensus in this thorny issue is that there is no consensus.

"That's what I like about immigration research," Nash said. "It's difficult to argue one way or another because the evidence is so complex and, at times, contradictory. There are no simple answers. The project is interdisciplinary in at least two ways. Immigration doesn't fall neatly into any one discipline: It's not geography, sociology or economics, but a bit of each. And it's interdisciplinary because, in a broader context, it covers demographic, economic and humanitarian issues."

Nash's team recently compiled its first working paper, an annotated bibliography

of "everything substantive in the last 10 years on the topic of immigration to Canada."

"We need to address a whole array of people from different disciplines to find out what their concerns are. We have to get the word out to those who need to know — policy-makers, academics, governmental and non-governmental. They become our community. Only by looking at it from all sides can we reach a point of critical knowledge. I don't think we're there yet."

The second and more long-term aim of the project is to create a centre for immigration research.

"Canada needs it," Nash said, if we are to "raise the standard of debate" on this topic.

• **HAZARDS** continued from page 5

Demetre Kolokotronis, an Instrument and Physical Technician in the Department of Chemistry and Biochemistry, replied that no one should assume that someone who is wearing gloves outside a lab is doing something unsafe. However, he cited several instances when the public could be endangered needlessly because there is a lack of proper training and clear guidelines for technicians to follow when things go wrong. A lot can happen between the time of an accident and the arrival of a qualified person.

"When something goes wrong, you have two choices — you can do something about it yourself or you can do nothing. I think we

have a moral responsibility to do something, but there is a definite fear of taking action," he said.

Sue Parisella, the Biohazards Safety Officer in the Faculty of Arts and Science, said she has been trying to circulate a survey in order to revise and improve existing safety guidelines. But it hasn't been easy.

"People don't like to provide this information. There's no trust. They're afraid it will jeopardize grants. They don't like the extra paperwork."

Kolokotronis was adamant that there is a need for more information, not less.

-DGV

• **SAFETY** continued from page 5

equipped to deal with threatening situations than the person being threatened.

Computer Operator George Stecyk from Computing Services wondered what recourse an employee has when the person doing the threatening is in a position of authority. Torbit said the employee could first contact the union, then the Ombuds Office, the Employee Assistance Programme, and finally Security.

Bujold added an important first step: telling the person in question that the behaviour

is unacceptable.

It was also recommended that a wider network of emergency responders be trained, in the event that someone is out sick, on vacation, out for lunch or has transferred from the department.

Industrial Hygienist Karen Ward from the Environmental Health and Safety Office assured the workshop members that her office is now updating emergency-procedure information for general distribution. It should be ready within the next few months.

• **The BACK PAGE** continued

SPECIAL EVENTS

Philadelphia, Penn. from May 28th to 31st, 1993. If interested, please contact Seema Srivastava at 335-3872 or 335-9261 or Parvathi Kumar at 620-0210.

MEETINGS

Amateur Radio Club Meetings

Meetings will be held every Tuesday night from 19:00 — 23:00 in H-644-1, 1455 de Maisonneuve Blvd. W. Activities include shortwave listening, international contests and data communications. For more information call 848-7421.

Arts and Science Faculty Council Meeting

The next Arts and Science Faculty Council Meeting will be held on Friday, April 23, 1993. Time: 14:00. Location: DL-200, Russell Breen Senate Chamber, 7141 Sherbrooke St. W.

The Sparklers of Concordia University

The next Sparklers meeting will be held on Thursday, March 25, 1993. Time: 15:00. Location: H-762, 1455 de Maisonneuve Blvd. W.

BEFORE DOING BUSINESS IN JAPAN... BE PREPARED

Learn about the Japanese world of business communication

Introduction to Japanese culture and language for business people

ACHIEVE SUCCESS IN CONTRACT NEGOTIATIONS

For more information, contact the Centre for Continuing Education at 848-3602/3600.

HOW TO USE CD-ROMS

Workshops will be held this week on different CD-ROMs in the Webster Library. The CD-ROMs covered in the workshops will be:

- ERIC - education
- SOCIOFILE - sociology/anthropology
- CBCA - Canadian business and current affairs
- ASTI - Applied Science & Technology Index
- BAI - Biological & Agricultural Index
- SSI - Social Sciences Index
- ABI - business
- F & S - business
- HI - Humanities Index
- MLA - Modern Language Association Bibliography

WORKSHOPS

Monday, March 29

ERIC & SOCIOFILE

12:15 pm

Webster 212

Tuesday, March 30

CBCA

12:15 pm

Webster 212

Wednesday, March 31

ASTI, BAI, SSI

12:15 pm

Webster 212

SIGN UP AT WEBSTER REFERENCE DESK OR CALL 848-7777.

Burst into Spring with the Big Book Sale

fiction, children's literature, non-fiction

Concordia Bookstore,
McConnell Building

March 23 - 25, 9 a.m.-6 p.m.

The BACK PAGE continued**NOTICES****Coffee with The Vice-Rector, Academic**

Members of the Concordia Community, students, non-academic personnel and faculty: I would be pleased to have you come and have coffee with me, if you can make it for the following evening this term: Tuesday, April 27, after 19:30 in Room AD-231, Administration Building, Loyola Campus, 7141 Sherbrooke St. W. Please call Munit Merid at 848-4847 to let me if you wish to come. I do look forward to seeing you and talking with you about Concordia University. Welcome. Rose Sheinin, Vice-Rector, Academic.

Financial Aid and Awards Office

The Financial Aid and Awards Office offers a Debt Counselling Programme to all students. The programme, run by senior student counsellors, enables you to weigh your debt against your expected income and explore the repayment options available. To make an appointment, visit the Financial Aid and Awards Office reception, room 085 of the McConnell Building or call 848-3507.

Graduating?

All students completing Certificate, Degree or Diploma requirements during the Summer 1993 session who

LACOLLE CENTRE

SATURDAY, APRIL 17

Succeeding in the Job Market

An experiential opportunity for those seeking employment or a career change. Through a combination of data and exercises, participants will learn how to get a job, keep it and get promoted. Workshop Leader: Angela Aronson. Time: 9:30 -16:00. Cost: \$53.50. Location: TBA, Loyola Campus. Information: 848-4955.

SATURDAY, APRIL 24

Women and Anger

This workshop offers an opportunity to explore some of the sources of anger and to experiment with ways to more effectively channel energy and communicate needs. Workshop Leader: Kathryn McMorrow. Time: 9:30-16:00. Cost: \$53.50. Location: TBA, Loyola campus. Information: 848-4955.

FRIDAY, APRIL 30
- SUNDAY, MAY 2**Spring Tune-Up: A Get Away Weekend for Women**

An opportunity to take some "time out" to assess your present level of well-being and to try some new approaches to living fully through participation in a variety of activities. An important aspect of the weekend will be enjoyment of the natural surroundings as well as the chance to socialize and exchange ideas. Registration includes accommodation and meals. Workshop Leader: Kathryn McMorrow. Cost: \$160.50. Location: Lacolle Residential facility, Lacolle, Quebec. Information: 848-4955.

WOMEN'S AGENDA

THURSDAY, MARCH 25

Simone de Beauvoir Institute

Fillipo Salvatore, Assoc. Prof. Italian Studies, Concordia University, on "On the Nobility and Excellence of Women and on the Faults and Shortcomings of men: A Treatise by Venetian Renaissance Philosopher Lucrezia Marinelli." Time: 12:00. Location: The Lounge, Simone de Beauvoir Institute, 2170 Bishop St. Information: 848-2373. Admission is FREE.

TUESDAY, MARCH 30

Simone de Beauvoir Institute

Joanne St. Lewis, Executive Director, LEAF, will speak on "Black Women and Black History Month." Time: 19:00. Location: The Lounge, Simone de Beauvoir Institute, 2170 Bishop St. Information and Reservation: 848-2373. Admission is FREE.

COUNSELLING and DEVELOPMENT

Do you know...How to study and improve your G.P.A.? Where to locate university calendars worldwide? Where to find a job? How to orient your career? Where you can get support in dealing with personal issues? Be sure to drop by Counselling and Development (Student Services), pick up our brochures, sign up for our WORKSHOPS, meet new and interesting people and find the answers. Our services are available on both campuses. SGW, H-440, 1455 de Maisonneuve Blvd. W., 848-3545 and Loyola, 2490 West Broadway, 848-3555.

Learning and Writing Centre

The Learning and Writing Centre offers personalized assistance to all Concordia students who want to improve their academic skills and learning potential.

Counselling Service

Professional counsellors offer Concordia students educational, career and personal counselling – one-on-one or in groups. Various tests can help identify and understand particular needs and talents.

Careers Library

The Careers Library, recognized as one of the best of its kind in Canada, helps students take control of their career development, including educational decision-making, career planning and job search.

Career and Placement Service (CAPS)

The Career and Placement Service offers employment counselling and placement services to undergraduate and graduate students seeking part-time, summer or permanent employment. Location: 2070 Mackay St. Info: 848-7345.

Drop-in Service

A Drop-in Service is available. No appointment is nec-

essary. A counsellor will offer 15-minute periods to help you with brief questions of an educational nature at Loyola (WC-101): Wednesdays and Thursdays: 12:00-13:00 and at SGW (H-440): Tuesday 13:00-14:00 and Thursday 14:00-15:00. A learning specialist will answer questions about learning strategies appropriate for your course at SGW (H-440): Mondays and Thursdays, 12:00-13:00.

SPECIAL NOTICES THIS WEEK**Thinking about Graduate School?**

Important decisions regarding graduate education require careful planning. Explore the resources available to assist you at the Careers Library. We have a wide range of subject directories to graduate programmes as well as a comprehensive university calendar collection for Canada and the U.S. Information on graduate and professional school admission tests and private sources of financial aid can also be obtained. Be sure not to miss application deadlines for programmes, admission tests and financial aid. Visit us soon at H-440 and 2490 West Broadway.

Awards Application Deadlines

Cambridge University, Peterhouse House: Research Studentships and Bursaries for Overseas Affiliated and Graduate Students. Deadline, April 1, 1993; University of Calgary, University Counselling Services: Pre-Doctoral Internship in Counselling Psychology. Deadline, March 30, 1993. University of Manitoba: Jack MacDonell Scholarship for Research in Aging. Deadline, April 1, 1993. New Brunswick, Department of Municipalities, Culture and Housing.

UNCLASSIFIED**Tutoring**

Tutoring available free of charge to students who have failed the University Writing Test. Info: 848-2326.

Income Tax

Starting at \$18 before April 10, Downtown, Laval, 681-8853.

Blackout

Power Protection for your data. Uninterruptible Power Systems for PCs and sensitive equipment. \$180+ EW Ltd. Warren 769-8851.

Pen-Pals

Students of the Gaudeamus social club at Novosibirsk University, Siberia, would like to correspond in English with Canadian students. For more information, call Barbara Black, Concordia Public Relations, 848-4884.

For Sale

Eaton Viking Refrigerator with separate freezer \$550, electric stove \$450, washing machine \$250, dryer \$250, all nearly new in excellent condition. Also, for sale Ford Aerostar Eddie Bauer Van and Ford Escort Station Wagon (6,000 km). Macintosh Classic Computer 4/40, like new! Only \$750. Call 931-1714.

Row-Boat Wanted

12' or 14' aluminium row boat in good condition. Please call Victor at 848-3711.

House Exchange

Family with 3 bedroom, modern home located 5 minutes from Ocean Beach in Montauk (the Hamptons) wants to swap for similar house in Montréal or a country home. Home available for 2 weeks anytime between June 13 and July 18. Located near all recreational facilities. Family member allergic to cats. Call (212) 942-1398 for more information.

Work in California

Full time or summer send \$2 for info, Oceanside, Dept CTR, P.O. Box 156, Lachine, Quebec H8S 4A6.

For Sale

1984 Toyota Tercel Station Wagon. 160,000km, runs well, but needs some repairs. Best offer. 481-5457, leave message.

Boutique St. George

1101 Stanley St., opposite Windsor Station. Open Thurs. 11:00-14:00. Good quality clothing, books, records, etc..

CPR COURSES

APRIL 4, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR), management of the obstructed airway and infant child resuscitation.

MARCH 27 and 28, 1993

Basic Life Support Course

12-hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR), management of the obstructed airway and infant child resuscitation.

APRIL 18, 1993

Baby Heartsaver Course

6-hours for life. This course includes rescue breathing, CPR, as well as management of the obstructed airway in the infant and child.

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THESIS DEFENSE

FRIDAY, MARCH 26

Shari Ruth Bodnoff, at 10:15 in H-773, 1455 de Maisonneuve Blvd. W. Thesis Title: "The Effects of Corticosterone Treatment in Long-Evans Rats on Spatial Learning, Synaptic Plasticity and Hippocampal Neuropathology."

TUESDAY, APRIL 6

Mousa Tabatabaei Gargari, at 10:00 in BE-242, 1257 Guy St.. Thesis Title: "Behaviour Modification of Space Trusses."

LECTURES/SEMINARS

THURSDAY, MARCH 25

Department of Communication Studies

Dr. Margaret Morse, PhD, U.C.L.A. at Berkeley, on "What do Cyborgs Eat? Culinary Postmodernism and Smart Drugs." Time: 16:00-17:30. Location: The Senate Chambers, Loyola Campus, 7141 Sherbrooke St. W.

Master of Engineering (Aerospace) Information Session

The annual information session will take place at 15:30, Pavillon Pollack, Université Laval at Québec City. A special bus is being arranged for interested students. For details, call 848-3130.

Thursdays at Lonergan

Jacques Monet, s.j., PhD, President of the University of Sudbury and Director, Canadian Institute for Jesuit Studies, on "Reflections on Peace and War in French Canada (Ton bras sait porter l'épée, il sait porter la croix)." Time: 15:00 - 16:30. Location: (7302 Sherbrooke St. W.) Coffee available from 14:45. Information: 848-2280.

Concordia Council on First Nations Education

Tom Gamboa, Co-ordinator, Cross Cultural Studies Department, Grossmont College on "Opening the Doors: Developing Cross Cultural Sensitivity: A Workshop for Faculty Teaching in a Multicultural Environment." Time: 13:00-16:00. Location: GM-405-01, 1550 de Maisonneuve Blvd. W. Information: 848-2495.

FRIDAY, MARCH 26

Department of Philosophy

Professor Murray Clarke on "Natural Selection and Knowledge." Time: 14:00-16:00. Location: Lonergan University College, Seminar Room, 7302 Sherbrooke St. W. Everyone Welcome.

MONDAY, MARCH 29

Department of Communication Studies

Errol Williams with Chris Campbell, on "White

CONCERT HALL

**CONCORDIA CONCERT HALL**

The Concert Hall is located at 7141 Sherbrooke St. W. (Metro Vendôme — Autobus 105). Admission is free to all concerts. (except where indicated.) Information: 848-7928.

THURSDAY, MARCH 25

Jazz, Improvisation Class and Guitar Ensembles Class in Concert — under the direction of Andrew Homzy and Simon Stone. Time: 20:00.

FRIDAY, MARCH 26

Improvisation Class and Jazz Combo in Concert — under the direction of Joe Sullivan and Don Habib. Time: 20:00.

TUESDAY, MARCH 30

"Plate Techphonics" — A concert of improvisations on original sculptured musical instruments — with composers Tom Nunn and Doug Carroll. Time: 20:00.

WEDNESDAY, MARCH 31

Concordia Big Band — under the direction of Dave Turner. Time: 20:00.

THURSDAY, APRIL 1

Jazz Vocal Repertoire Class — under the direction of Jeri Brown. Time: 20:00.

FRIDAY, APRIL 2

Jazz Combo and Jazz Choir in Concert — directed by Dave Clark and Don Habib. Time: 20:00.

SUNDAY, APRIL 4

Vocal Repertoire Class in Concert — Directed by Valerie Kinslow. Time: 20:00.

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Friday, 5 p.m., the week prior to Thursday publication.

Contact Kevin Leduc at 848-4881 or FAX 848-2814.

CAMPUS MINISTRY

Mondays, 7:30-9:00 —**Creating Positive Relationships:**

A 15-session workshop to help you create positive, healing, loving relationships, facilitated by Michelina Bertone, S. S.A., 5140 West Broadway (corner Fielding), Donation: \$10., for more information, contact Michelina Bertone, 848-3591 or 481-7875.

Wednesdays — Experience Peace and Healing through Prayer and Meditation:

A 10-session workshop began February 3, 12:00-13:30, 2090 Mackay St., given by Michelina Bertone, S.S.A. It is designed to explore the meaning and various forms of prayer and meditation. Donation: \$10. For more information and Registration call M. Bertone at 481-7875 or 848-3591.

Tuesdays — Prison Visits

A dialogue programme with inmates at Bordeaux. Programme runs Tuesdays until March 30. Students must meet with the Chaplains in advance. This programme will continue on Tuesday afternoons in September. For information call Peter Coté at 848-3586 or Matti Terho at 848-3590.

Meditation — Women's Spirituality**— Sex and Spirit**

These meetings are closed for the remainder of this term,

but will be opening again in the Fall. For more information, call Daryl Lynn Ross at 848-3585.

Canadian Catholic University Students' Conference

This is the annual gathering of Catholic students from across Canada. A great opportunity to meet new people and engage in challenging and rewarding discussions — and have fun! This year's theme is emerging spiritualities in the Church, and sexuality and relationships in the light of faith. The conference is at the University of Victoria, August 21-26. If interested speak to Peter Coté at Campus Ministry, 848-3586.

Peer Helpers

Peer Helpers are students trained in listening, problem solving, and other helping skills, along with learning about University and community resources. We offer support and referral to Concordia students; the service is free, confidential, and no appointment is needed. Drop by 2135 Mackay St., room 102, Monday-Thursday from 11:00-17:00, and check out our free self-help lending library, and other resource information. Call 848-2859 for more information. Interested in becoming a Peer Helper for the 1993-94 academic year? Applications are available at the office, or at Advocacy and Support Services, L-AD-121. Deadline is March 26.

FILM

SATURDAY, APRIL 3

La vie devant soi (1977) Moshe Mizrahi at 19:00; Dersu Uzala (1975) Akira Kurosawa at 21:00.

THE LOYOLA FILM SERIES

Admission: **FREE**. Location: F.C. Smith Auditorium, Concordia University Loyola Campus, 7141 Sherbrooke St. W. Information: 848-3878.

THURSDAY, MARCH 25

December Bride (1990) Thaddeus O'Sullivan at 19:00. The Shop on Main Street (1965) Jan Kadar at 21:00.

SATURDAY, MARCH 27

Closely Watched Trains (1966) Jiri Menzel at 19:00; 1/2 (1963) Federico Fellini at 21:00.

SUNDAY, MARCH 28

The Garden of the Finzi Continis (1971) Vittorio de Sica at 19:00; Z (1969) Constantin Costa-Gavras at 21:00.

MONDAY, MARCH 29

La dernière Fugue (1982) Leonid Menaker at 19:00; Pickpocket (1959) Robert Bresson at 20:45.

TUESDAY, MARCH 30

Orfeu Negro (1959) Marcel Camus at 19:00; Castaway (1986) Nicholas Roeg at 21:00.

WEDNESDAY, MARCH 31

C'est arrivé près de chez vous (1991) Rémy Belvaux, André Bonzel, Benoit Poelvoorde at 19:00; Il Grido (1957) Michelangelo Antonioni at 20:45.

FRIDAY, APRIL 2

La Nuit Américaine (1973) François Truffaut at 19:00. Amarcord (1973) Federico Fellini at 21:15.

WEDNESDAY, APRIL 7

Special Presentation at 19:00; The Gospel according to Saint Matthew (1960) Pier Paolo Pasolini at 19:30.

ART GALLERY

The Leonard and Bina Ellen Art Gallery is located at 1400 de Maisonneuve Blvd. W. Information: 848-4750.

UNTIL APRIL 17

"Local Developments: 20th century Montréal-area art from the collection of the Université de Montréal". Time: Monday-Friday 10:00 - 20:00 and Saturday 10:00 - 17:00

"Montréal Photo Album: Photographs from Montréal Archives." Time: Monday-Friday 10:00 - 20:00 and Saturday 10:00 - 17:00.

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